

Chief's Update July 29, 2011

Dear Tempe Police Employees,

There are many demands and responsibilities placed upon me as a Police Chief in order to lead a progressive, healthy and vibrant police organization. It's ultimately my responsibility to work with all employees to set the tone, direction and energy level. I'm constantly trying to balance a multitude of issues, i.e. staffing, budgets, political issues, strategic plan, resource allocation, special interest groups, employee unions, neighborhood and citizen concerns, schools, churches and faith groups, minority interests, etc. As you can imagine – this can be quite challenging.

Although there are many demands and competing interests - I remain committed to serving each of you to the best of my ability. Your supervisors and I have taken steps to make sure that you have all the necessary tools, equipment and training to perform your respective jobs in an efficient and safe manner.

One of my goals is to never forget where I came from, and to stay in touch with you as an employee. To accomplish this, I have done several different things ranging from squad briefings, employee meetings, ride-a-longs, meeting with union representatives and simply walking through work areas meeting with employees.

Another method I have used over the years to communicate with you is the "Chief's Update". Looking back at the volumes of Chiefs Updates, I'm concerned that they are becoming somewhat redundant, vanilla and perhaps even boring to some degree. So, I'm looking for ideas from each of you........

- What ideas or suggestions do you have for me to improve communications with employees?
- Are there any topics/issues which you would like for me to address in future Chief's Updates?
- Etc.

One suggestion offered, was to have employees send/forward questions to me regarding organizational issues, then have me respond to the question(s) in a Chief's Update. I like this idea and would gladly respond to employee questions via this format. So, send in your questions...... You can send questions directly to me, through your supervisor, to Darren Martinez or any other method you feel comfortable. Have a great weekend and thanks again for all that you!

Stay safe,

Tom